

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 13-309—sHB 6658 (VETOED)

Judiciary Committee

Labor and Public Employees Committee

**AN ACT CONCERNING EMPLOYER USE OF NONCOMPETE
AGREEMENTS**

SUMMARY: This act voids noncompete agreements imposed on an employee as a condition of his or her continued employment for an employer who was acquired by, or merged with, another employer, unless before entering into the agreement, the employer provides the employee with a (1) written copy of the agreement and (2) reasonable amount of time of at least seven days to consider the agreement's merits. The act applies to noncompete agreements made, renewed, or extended on or after October 1, 2013. (Such an agreement prohibits an employee from engaging in certain employment or a line of business after termination of employment.)

The act allows an employee to waive his or her rights under the act by signing a separate document that describes these rights before entering into the agreement.

The act does not limit or deny an employee any rights they have under the law.

EFFECTIVE DATE: October 1, 2013

OLR Tracking: DL:DC:JKL:RO